

## P & S Council Minutes

### DIVISIONS

AF – Administration & Finance  
AT – At Large  
ESS – Educational & Student Services  
EAP – Exec Asst to the President  
UA – University Advancement  
I – Instructional

Meeting No. 272  
Date of Meeting: January 13, 2000  
Place of Meeting: Gilchrist 207

Meeting Convened: 1:30 p.m.  
Meeting Adjourned: 2:50 p.m.

### Members of the Council in Attendance:

P Bill Bonwell, Fac Planning – 33537 AF  
X Jean Carlisle, VP Univ Adv – 32487 UA/EAP  
P Ron Camarata, Biology – 32247 I  
X Nancy Lindgard, Residence – 36191 ESS  
X Jim Olson, IWRC, 273-8905 I  
X Donita Gray-Krueger, Envir Prog – 35814 I  
X Michael Broshears, Acad Adv – 36023 ESS  
X Sharon Drachenberg, ITS – 36943 I

X Doreen Hayek, ITS-TS- 37300 AT  
P Doug Lovejoy, Fac Planning – 32611 AF  
A Maxine Davis, IRTS – 33339 I  
X Shelley Milks, Ofc Admiss – 32281 ESS  
X Cindy Angel, IDM – 36941 I  
X Randy Hayes, ITS – 37473 I  
X Dennis Hayes, Phy Plant - 37653 AF

### Ex-Officio Members:

Nick Bambach - Human Resources  
Kim Schares – Human Resources

### Proxy

Steve Cutsforth – Campus Supply  
Billie Hemmer-Callahan - Biology  
Steve Pavelec – Facilities Planning

### Others Present:

Phil Patton – Registrar  
Shirley Uehle – Continuing Education and Special Programs  
Michelle Whitehill – Human Resources

- I. Call to order – Doreen Hayek called the meeting to order at 1:30 p.m.
- II. Approval of Minutes of Meeting #271 - Cindy Angel questioned why Jan Flick was listed as a twenty year employee. Jan was employed at Iowa State prior to coming to UNI. It was also noted that John Conner and Dean Shoars were not listed as others present at the meeting. Cindy Angel moved to approve the minutes as corrected, seconded by Nancy Lindgard. Motion carried.
- III. Doreen Hayek passed around a proxie list for council members to sign. Each member is to select someone in their own division.
- IV. Presentations – Maureen Daley was not present for the MEMFIS project update.
- V. Committee Reports
  - A. WWW Site Committee – no report given
  - B. Policies and Procedures Committee – no report given
  - C. Employee Rights Committee – no report given
  - D. Salary and Fringe Benefits Committee – no report given
  - E. Employee Relations Committee – no report given

VI. HRS Update – Nick Bambach

Nick introduced Sandy Law from Human Resources who will be taking meeting minutes. The Human Resource office renovation has been completed and there will be an Open House in the near future that all employees will be invited to.

He is currently reviewing the P&S and Merit performance appraisal and wage administration processes. He is also reviewing and will put in place our exit interview process for P&S, UNI -SCMP and Merit employees.

A second search for the Human Resources Associate Director has begun and five candidates will be interviewing in February for this position.

VII. Old Business

A. Doreen Hayek asked for a motion to destroy election ballots. Jean Carlisle moved to destroy election ballots, and it was seconded by Dennis Hayes. Motion carried.

B. Comments about the strategic plan from all university members are due to strategic plan committee members by January 26. Cindy Angel encouraged all Council members to review the draft plan and submit their comments. The strategic plan committee must complete their work by February 15.

C. Arming Public Safety Officers

There was open discussion on this issue. All council members have talked to constituents. It is clear that there are many that favor and many that do not favor arming Public Safety Officers. It is generally agreed that the majority of UNI employees do not know both sides of the issue well enough to make a determination of what is best for all concerned. Perceptions of and interactions with Public Safety Officers are all varied. If the UNI community was made aware of the job duties of Public Safety Officers, there would be less misunderstanding.

Michael Broshears read a letter in favor of arming officers signed by UNI Counseling Center staff. Guns are on campus, and waiting for support from Cedar Falls Police could mean serious injury or death. Public Safety Officers believe they have gone above and beyond their regular duties and need to be armed.

Concerns of arming officers were discussed at length. Would arming officers create a safety issue for students? Would arming be considered a “fix-all?” Who made the decision regarding 911 dispatching on campus and is this a step toward positioning Public Safety for the arming of officers? Are we selling the officers short of what they are capable of? What is the response time and the responsibility of the Cedar Falls Police Department?

Many employees perceive that the Cabinet and the Board of Regents have made the final decision not to arm officers. Randy Hayes commented that if there is a statement from the P&S Council as a whole that would address the importance of this issue, it should indicate that this will always be a topic of discussion.

Phil Patton commented that averages show that on a campus the size of UNI, there are currently 800 students who carry guns. He encouraged Council members to make a decision because it has been asked of the council to do so.

A motion had been made and tabled in December to approve the arming of officers on campus. Those in favor were Michael Broshears, Randy Hayes, Cindy Angel, Shelley Milks, and Nancy Lindgard. Those opposed were Jim Olson, Jean Carlisle, Billie Hemmer-Callahan, Donita Gray-Krueger, Steve Cutsforth, Sharon Drachenberg, Dennis Hayes, and Steve Pavelec. The motion did not pass.

Randy Hayes made a motion to provide an attachment with qualifying statements regarding this vote. Sharon Drachenberg seconded the motion and it was carried.

VIII. New Business – none

IX. Other Business

A. The January retreat for all P&S Council members will be Thursday, January 20, 2000 from 1:30 – 5:00 in Maucker Union. Plans will be made for next year, ideas will be shared, and accomplishments from the past year will be discussed.

B. An informal gathering for council members will be sometime within the next month. Randy Hayes, Donita Gray-Krueger, Sharon Drachenberg and Dennis Hayes will plan this event.

X. Adjournment – Steve Pavelec moved to adjourn the meeting, seconded by Donita Gray-Krueger. The meeting was adjourned at 2:50.

Respectfully submitted,

Sandy Law  
Human Resources